



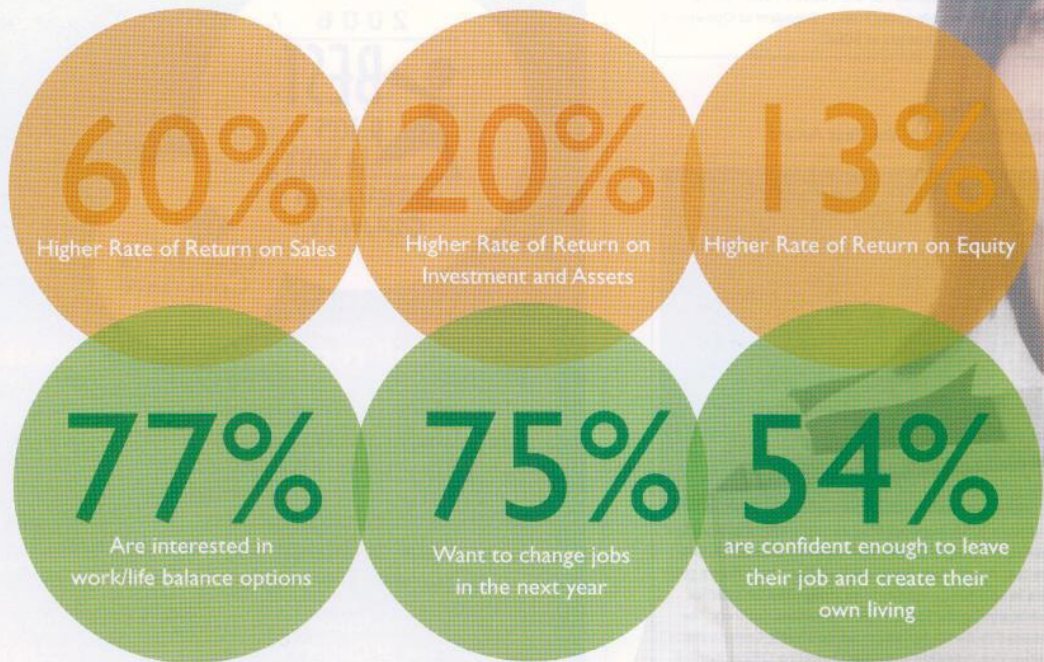
What Do Brevard's Best Places to Work Do that You Don't?

BY KATHLEEN RICH-NEW

Who doesn't want to do meaningful work and hang with interesting co-workers? You (and your employees) have lofty goals of making a difference through meaningful work while enjoying the camaraderie of interesting co-workers. But at the moment, all of you are desperately seeking any kind of order and flexibility that will bring balance into your lives. Why should you care how they do it at the companies who won Brevard's Best Places to Work Survey? Simple. It is about your organization learning to flourish instead of flounder.

ACCORDING TO RESEARCH CONDUCTED BY SPHERION, COMPANIES WITH BEST HUMAN RESOURCES PRACTICES ARE REPORTING:

IN THE SAME RESEARCH, EMPLOYEES SAID:



Here are three areas that can create the greatest impact for you. They all are related to your company culture. First, employees need to know what is expected of them. Second, you need to be sensitive to employees' desire for recognition and bonding. And third, employees want education and development opportunities.

WHAT DO BREVARD'S BEST PLACES TO WORK COMPANIES DO IN THESE KEY AREAS?

I. EMPLOYEES NEED TO KNOW WHAT IS EXPECTED OF THEM

Bright House Networks has 3 weeks of new hire training and an additional 2-3 weeks for technical employees. They also have on-line information for anything they need to know, for example, how to handle a product call or internal communications.

Northrop Grumman Corporation conducts employee evaluations twice a year. Some survey participants reported having evaluations four times a year.

DRS Tactical Systems, Inc. has a new employee mentoring program to help new employees assimilate into the company and its culture.

2. EMPLOYEES DESIRE RECOGNITION AND BONDING

ENSCO, Inc. has stress-breaking activities such as supervisors washing employees' cars, making employees breakfast and serving ice cream. Employees participated in the design of a new building.

Hilton Rialto Place holds a monthly employee luncheon and prize drawings for employees. Associates working the night shift are treated to a meal of their choice each month.

Bright House Networks Vice President/General Manager job shadows most departments semi-annually. He answers calls in the call center and goes out with the installation teams to stay in touch with the pulse of the organization.

3. Employees Want Education and Development Opportunities

Florida Drug Screening, Inc. spent an average of \$1,000 on employee development – almost double the survey average. Hoyman, Dobson & Company, P.A. offers all of their employees tuition reimbursement of up to \$1,500 a year.

Harbor Federal Savings Bank had 100% of their employees attend 2 to 3 training programs a year.

Next

How to find employees in Brevard's tight labor market. Remember you can't have happy customers with unhappy employees.

Information announced at Brevard's Best Places to Work Survey Awards banquets hosted by the Melbourne Palm Bay Area Chamber of Commerce. (Find out how you stack up to other companies in Brevard by participating in the 2006 Brevard's Best Places to Work Survey. Contact the Chamber at (321) 724-5400 for more information. Deadline is mid-September.)

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